

## 1Z0-1046<sup>Q&As</sup>

Oracle Global Human Resources Cloud 2019 Implementation Essentials

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**QUESTION 1**

Which option represents the basis on which approval routing policies can be defined?

- A. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups
- B. Employee Supervisor Hierarchy, Position Hierarchy, Grades, Approval Groups, Organization Hierarchy
- C. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels
- D. Employee Supervisor Hierarchy, Position Hierarchy, Job Levels, Approval Groups, Organization Hierarchy

Correct Answer: A

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**QUESTION 2**

You want to use the Tree Management feature of Functional Setup Manager to organize data into hierarchies.

Which option represents seeded tree structures?

- A. organization, job, division, geographies
- B. organization, job, department, geographies
- C. organization, position, division, geographies
- D. organization, position, division, establishment
- E. organization, position, department, geographies

Correct Answer: E

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**QUESTION 3**

A client requires that promotion approvals should go to a static set of three users in a sequential manner, with the approval process continuing to the next user if the prior approver is not available. What setup is required to meet this requirement?

- A. While configuring Approval Group List Builder, select "Allow empty groups" as True.
- B. While configuring Approval Group List Builder, select "Allow empty groups" as False.
- C. All approvers must be present in the system; else, the promotion transaction fails.
- D. The default functionality is that if any approver is not present, then the transaction gets auto-approved.
- E. Enable a descriptive flex field to capture the approvers in the required sequence and create Approval Group List Builder.

Correct Answer: B

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## QUESTION 4

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error.

What are three possible reasons for the system error? (Choose three.)

- A. There are assignment records of one or more employees associated with this grade.
- B. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- C. The grade has grade rates defined.
- D. The grade is linked to a grade ladder.
- E. A grade cannot be deleted and can only be end-dated.

Correct Answer: ACD

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## QUESTION 5

Which employment actions can a Line Manager perform through the Smart Navigation icon within the Directory search results, organization chart, or while viewing the public spotlight page of their direct reports?

- A. Promote, Transfer, Terminate, Location change, Create Work Relationship, and Add Additional Assignment.
- B. Promote, Transfer, Terminate, Location change, Manager change, and Add Additional Assignment.
- C. Promote, Transfer, Terminate, Location change, Manager change, and Working Hours change.
- D. Promote, Suspend, Terminate, Location change, Manager change, and Add Additional Assignment.

Correct Answer: A

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